UNITED
NATIONS

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Secretariat

ST/IC/1998/20
26 February 1998

INFORMATION CIRCULAR*

To: Members of the staff

From: The Assistant Secretary-General for Human Resources Management

Subject: REVISED BASE SALARY SCALE FOR STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES AND FOR STAFF IN THE FIELD SERVICE CATEGORY**

1. In section I.C of its resolution 52/216 of 22 December 1997, the General Assembly approved, with effect from 1 March 1998, a revised base salary scale for staff in the Professional and higher categories. This scale reflects the consolidation, on a no-gain no-loss basis, of 3.1 multiplier points into net base salaries in effect under the previous base salary scale, which became effective 1 January 1997. In the same resolution, the Assembly approved consequential changes in the rates of staff assessment used in conjunction with gross base salaries for staff with a dependent spouse or dependent child and staff with neither a dependent spouse nor a dependent child.

2. In accordance with the practice followed on the occasion of previous consolidations of multiplier points into net base salaries, upon implementation of the revised base salary scale, revised post adjustment indices and multipliers will be established by the International Civil Service Commission (ICSC) for all duty stations. Changes in post adjustment multipliers due after 1 March 1998 will be effected on the basis of the movement of the newly consolidated post adjustment indices.

3. As a result of the implementation of the revised base salary scale, effective 1 March 1998, there will be changes in the amounts of the mobility and hardship allowance applicable to staff who currently receive the allowance.

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* The present circular will be in effect until further notice.

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4. In its sixteenth (1990) annual report to the General Assembly,[1] ICSC recommended that future adjustments to the salary scale applicable to staff in the Field Service category be made by reference to adjustments to the salary scale for staff in the Professional and higher categories. The Secretary-General subsequently approved the recommendation. Accordingly, the base salary scale for staff in the Field Service category has also been revised, effective 1 March 1998, to reflect: (a) the consolidation of 3.1 multiplier points into net base salaries; and (b) the revised rates of staff assessment used in conjunction with gross base salaries for staff with a dependent spouse or dependent child and staff with neither a dependent spouse nor a dependent child.

5. The revised base salary scale for staff in the Professional and higher categories and staff in the Field Service category, effective 1 March 1998, showing gross salaries and their net equivalents after the application of staff assessment, are reproduced in annexes I and II to the present circular, respectively. The implementation of these scales will be reflected in the payroll at the end of March 1998.

Notes

[1] Official Records of the General Assembly, Forty-fifth Session, Supplement No. 30 (A/45/30), para. 270 (e).

ANNEX I

Salary scale for the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment

(United States dollars)

(Effective 1 March 1998)

Level		STEPS													
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
USG	Gross	147 420														
	Net D	102 130														
	Net S	91 883														
ASG	Gross	133 994														
	Net D	93 671														
	Net S	84 821														
Director			*	*	*	*	*									
D-2	Gross	109 741	112 164	114 591	117 016	119 442	121 869									
	Net D	78 390	79 919	81 447	82 975	84 504	86 032									
	Net S	72 056	73 338	74 615	75 890	77 167	78 443									
Principal Officer						*	*	*	*	*						
D-1	Gross	97 119	99 168	101 216	103 261	105 310	107 358	109 407	111 476	113 552						
	Net D	70 324	71 633	72 942	74 249	75 558	76 867	78 176	79 485	80 793						
	Net S	65 012	66 156	67 299	68 440	69 583	70 726	71 869	72 976	74 068						
Senior Officer												*	*	*		
P-5	Gross	85 685	87 516	89 347	91 192	93 046	94 898	96 751	98 605	100 457	102 310	104 164	106 016	107 869		
	Net D	62 983	64 168	65 352	66 537	67 721	68 905	70 089	71 274	72 457	73 641	74 826	76 009	77 194		
	Net S	58 486	59 570	60 653	61 705	62 740	63 773	64 807	65 842	66 875	67 909	68 944	69 977	71 011		
First Officer														*	*	*
P-4	Gross	70 619	72 382	74 141	75 913	77 700	79 483	81 269	83 054	84 839	86 623	88 408	90 197	92 003	93 811	95 619
	Net D	53 196	54 353	55 507	56 660	57 817	58 971	60 126	61 281	62 436	63 590	64 744	65 901	67 055	68 210	69 365
	Net S	49 523	50 584	51 643	52 700	53 756	54 814	55 871	56 928	57 985	59 041	60 096	61 150	62 158	63 166	64 175
Second Officer															*	*
P-3	Gross	57 720	59 351	60 984	62 613	64 246	65 889	67 542	69 197	70 851	72 506	74 159	75 824	77 500	79 176	80 854
	Net D	44 669	45 754	46 839	47 923	49 008	50 093	51 178	52 263	53 348	54 434	55 518	56 603	57 687	58 772	59 858
	Net S	41 685	42 683	43 682	44 679	45 678	46 675	47 670	48 667	49 662	50 658	51 654	52 648	53 640	54 632	55 626
Associate Officer													*			
P-2	Gross	46 458	47 883	49 305	50 728	52 149	53 572	54 996	56 453	57 915	59 372	60 830	62 291			
	Net D	37 035	38 006	38 976	39 946	40 916	41 886	42 857	43 826	44 798	45 768	46 737	47 709			
	Net S	34 741	35 622	36 500	37 380	38 258	39 138	40 017	40 909	41 804	42 696	43 588	44 482			
Assistant Officer																
P-1	Gross	35 382	36 718	38 051	39 386	40 719	42 052	43 388	44 722	46 081	47 449					
	Net D	29 317	30 251	31 183	32 116	33 048	33 979	34 914	35 845	36 777	37 710					
	Net S	27 655	28 515	29 372	30 230	31 087	31 944	32 804	33 661	34 508	35 363					

D = Rate applicable to staff members with a dependent spouse or child

S = Rate applicable to staff members with no dependent spouse or child

* = The normal qualifying period for in-grade movement between consecutive steps is one year, except at those steps marked with an asterisk, for which a two-year period at the preceding step is required.

ANNEX II

Salary scale for the Field Service category showing annual gross salaries and net equivalents after application of staff assessment

(United States dollars)

(Effective 1 March 1998)

		STEPS														
Level		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
												•	•			
FS-7	Gross	70 134	71 992	73 851	75 716	77 598	79 484	81 369	83 250	85 136	87 019	88 903	90 800			
	Net D	52 878	54 097	55 316	56 533	57 751	58 971	60 191	61 408	62 628	63 846	65 065	66 286			
	Net S	49 231	50 349	51 468	52 584	53 698	54 815	55 930	57 044	58 161	59 275	60 391	61 486			
												•	•			
FS-6	Gross	58 141	59 848	61 558	63 262	64 968	66 700	68 428	70 165	71 892	73 622	75 359	77 111			
	Net D	44 949	46 084	47 221	48 354	49 489	50 625	51 759	52 898	54 031	55 166	56 302	57 436			
	Net S	41 942	42 987	44 033	45 076	46 120	47 163	48 204	49 249	50 289	51 330	52 373	53 410			
FS-5	Gross	49 331	50 751	52 172	53 591	55 014	56 469	57 926	59 382	60 842	62 298	63 755	65 213	66 691		
	Net D	38 994	39 962	40 931	41 899	42 869	43 837	44 806	45 774	46 745	47 713	48 682	49 650	50 619		
	Net S	36 517	37 394	38 272	39 149	40 029	40 919	41 811	42 702	43 595	44 486	45 378	46 268	47 158		
															•	•
FS-4	Gross	42 754	43 908	45 057	46 236	47 415	48 592	49 770	50 953	52 130	53 309	54 487	55 644	56 893	58 102	59 310
	Net D	34 470	35 277	36 079	36 883	37 687	38 490	39 293	40 100	40 903	41 707	42 510	43 288	44 119	44 923	45 726
	Net S	32 396	33 138	33 875	34 604	35 332	36 060	36 788	37 519	38 246	38 975	39 703	40 414	41 179	41 918	42 658
															•	•
FS-3	Gross	37 097	38 077	39 054	40 033	41 009	41 989	42 967	43 944	44 924	45 918	46 924	47 927	48 931	49 931	50 934
	Net D	30 516	31 201	31 884	32 568	33 250	33 935	34 619	35 302	35 987	36 666	37 352	38 036	38 721	39 403	40 087
	Net S	28 758	29 389	30 017	30 646	31 274	31 904	32 533	33 161	33 791	34 407	35 029	35 649	36 269	36 887	37 507
												•	•			
FS-2	Gross	32 328	33 160	33 996	34 828	35 685	36 549	37 373	38 278	39 142	40 007	40 870	41 732			
	Net D	27 113	27 716	28 322	28 925	29 529	30 133	30 709	31 341	31 945	32 550	33 153	33 756			
	Net S	25 630	26 185	26 741	27 295	27 850	28 406	28 936	29 518	30 073	30 630	31 184	31 739			
FS-1	Gross	28 281	28 969	29 696	30 417	31 149	31 884	32 617	33 348	34 081	34 812					
	Net D	24 134	24 666	25 197	25 727	26 256	26 791	27 322	27 852	28 384	28 914					
	Net S	22 902	23 387	23 872	24 358	24 845	25 335	25 823	26 310	26 798	27 285					

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